



## **TOWN OF ARLINGTON EQUAL OPPORTUNITY ADVISORY COMMITTEE**

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TRICIA O'DONOGHUE, CHAIR  
BARBARA BOLTZ  
AUGUSTA HAYDOCK  
SARA HIRSHON  
JACK JONES  
HOWARD WINKLER

CARYN COVE MALLOY  
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee  
Meeting Minutes  
Wednesday, May 13, 2015  
7:00 p.m.

**Present:** Tricia O'Donoghue, Chair, Caryn Malloy, Barbara Boltz, Howard Winkler, Augusta Haydock, Jack Jones, Sara Hirshon

### Minutes

Jack Jones moved approval of the corrected April 2015 meeting minutes.

SO VOTED

### Current Job Openings

The Committee reviewed current job openings.

### Current Bid Projects

The Committee reviewed payroll information on the Central Fire Station project. The Committee asked Caryn Malloy to write to the contractors awarded the summer construction projects regarding the makeup of their workforce.

### School Diversity Task Group (SDTG)

Barbara Boltz reported that the group had debriefed on the minority candidate coffee and that some of the candidates are being actively recruited. She also reported that moving forward principals and department heads will have to report who they interviewed and explain via an approved form their reasons for not selecting a minority applicant; this policy is an initiative of the SDTG.

One of the SDTG goals is for the Schools to fund cultural competency training for staff. The School Committee will be considering district goals at their May 14th meeting; several members of SDTG will attend the School Committee Meeting on May 14th to address the committee urge inclusion of funding for cultural competency training.

### Other Business

The Committee had directed Caryn Malloy to contact Chief Ryan and inquire as to what strategies he has used to coach his officers given the nations strained race relations between people of color and law enforcement. The Chief responded that the department has been

working to formally implement protocols around “procedural justice” and proper “disengagement” since before the Ferguson incident.

The Chief explained that the thought process is basically, when citizens feel as though they have been treated fairly and the officer explains why he/she took the action that they did, even when being the recipient of an enforcement action, citizens view the incident far more favorably thereby building police legitimacy. Procedural justice is based on four central principles:

- treating people with dignity and respect,
- giving citizens 'voice' during encounters,
- being neutral in decision making,
- conveying trustworthy motives."

While historically the department has expended much time and resources on training officers on properly engaging persons in the field, there has been less emphasis on proper disengagement. Rather than telling a person that they are “free to go” the department is training on use of phrases to help officers disengage in a more sophisticated way. For example, rather than “you are free to go” Arlington officers are being trained to say for example, “thank you for your time, we are experiencing a rash of crimes/incidents in this area, here is my business card if you have any questions, and please call the police if you see any suspicious activity”. This way the person who was detained knows why they were detained and we have enlisted their help in solving the problem which has shown itself far more effective on both sides of the equation.

The Committee was complimentary of the Chief and the department for their work in keeping the Arlington police progressive and forward thinking.

Augusta Haydock moved to adjourn the meeting at 7:42 p.m.

*Caryn C. Malloy*

Caryn Malloy  
Equal Opportunity Officer